

# Capability Statement



***Organizations are set back every day by their inability to have difficult conversations at the onset of problems –and losing billions in the process.***

Leaders are consistently challenged by wasted time, disengaged employees and low production resulting from strained relationships in the workplace. Leaders and Human Resources professionals spend immeasurable amounts of time mediating and addressing stressful situations in which effective communication techniques could have resolved the issue at the onset. We believe lack of job skills and motivation is not the major problem preventing organizations from propelling as leaders in their industry. Instead, we argue, it is the strained relationships between employees who lack the skills and courage to effectively navigate through difficult and sensitive issues.

***We know there is a silver lining when everyone has “skin in the game.”***

Amediate, LLC, is a full service human performance consulting firm that helps leaders and employees develop, transfer and practice breakthrough skills for navigating sensitive and difficult discussions. We bring over 25 years' hands on workplace experience listening to the issues. Our consultants analyze, identify and design custom learning modules that transfer the soft skills needed for collaboration in the workplace for meeting organizational goals and objectives. We know there is nothing “soft” about soft skills –particularly when a lack of these foundational skills can make or break an organization,

Our consultants have skills to not only facilitate but to also mediate, investigate internal complaints and strategically navigate organizational systems to a more productive workplace. We help businesses, non-profits and public entities create Learning Organizations where leaders and team members eagerly engage to learn new skills and are committed to practice and transfer those skills to others within. We know that Learning Organizations create leaders who create leaders at every level whether up, down or sideways. In a Learning Organization, there is a place for everyone.

***Amediate, LLC is here to help!***

Bring us in before problems arise and we will help you to develop an organization in which members are equipped and empowered with skills to help them self-navigate through difficult discussions and situations. –Or when conflict does arise and you need objective assistance to navigate through, bring us in to investigate the problem and/or to mediate discussion. Our trustworthy services are customized and provided to meet the human performance needs of a wide range of organizations. Our clients include public agencies, non-profit organizations and private sector industry and business. We design and facilitated customized tangible skills that transfer and create self-identified change agents who take the torch to inspire others. Our client base includes Charlotte/Mecklenburg Police Department, Virginia Department of Transportation, Ohio Department of Transportation, JetStream Ground Services, EEOC (Equal Employment Opportunity Commission), Mitsubishi Chemical, Mitsubishi Alpolc, Elizabeth River Crossings, Boxercraft, Inc., Norfolk Public Schools, Norfolk State University, College of William & Mary, Thomas Nelson Community College, Virginia Department of Social Services. (Division of Licensing Programs), Federal Agencies (as sub-contractor to JDG Associates - SSA, TSA, USDA, DHHS, DOT, GSA, GAO, NASA, NOAA, OIG, OPM, PTO, DOC, HUD and VA)

## Services and Expertise

- Keynote presentations addressing concerns in today's workplace. ***Titles include:***
  - Implicit Bias: “What it is and how it connects in our workplace”
  - “Managing Bad Behavior in the Workplace –What it Will Cost You if You Don't
  - Managing for a Harassment Free and Inclusive Workplace Environment
- “Leadership for the Learning Organization” (LLO ©) Custom designed modules for organizational leaders and employees addressing specific client concerns and and/or identified gaps found in workplace assessment. We identify skills gap then design, deliver and evaluate skills application progress.

### Sample Curriculum Module design

- 1 - Understanding Your Leadership Personality Type –and How it Affects Others
- 2 - Adapting Your Personality Type with Those You Manage
- 3 - Creating the Motivating Workplace Environment
- 4 – Being Fair
- 5 – Communicating Through Conflict
- 6 - Coaching and Developing Collaborative Teams

- Emergenetics “Meeting of the Mind” Collaboration Training
- Focus Group Facilitation
- EEO Workplace Investigator Training – MD 110 Certificate
- Onsite discriminations complaint investigations
- Workplace mediations services

## Certifications

- ***Emergenetics Certification*** (Thinking/Behavior Preference Tool) - Associate (<https://www.emergenetics.com>)
- Federal EEO Annual Certification - Regulations Update (MD-110)
- CPLP – Certified Professional in Learning and Performance

## Company Designations

EIN – 46-5067904 DUNS # 079324881 Cage Code: 73CK0

NAICS: 611430 - PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

541611 - ADMINISTRATIVE AND GENERAL MANAGEMENT CONSULTING

SWaM Certificate: # 710975 (exp. 6/9/18)

DBE Certification – # DBE 710975 (cert date - 8/2/17 - 8/2/18)

Virginia Micro-Business Cert #710975 (6/9/2015 – 2018)

Woman Owned Small Business (WOSB)

MBE - CVMSDC (Carolinas-Virginia Minority Supplier Development Council) Cert date 10/14/16) #CA03101

State of Virginia – Consultant Pre-Qualifiers List

eVA Vendor ID - VS000121778 VA SCC ID: S4957777 (3/10/2014)

Hampton Roads Chamber of Commerce - Member

### Virginia Commodities Codes:

91885 - Personnel/Employment Consulting (HR)

92416 - Course Development, Instructional/Training

92441 - Instructor-led, Classroom Training (Non-Technical)

95231 - Discrimination Investigation

96105 - Arbitration, Mediation, and Alternative Dispute Resolution Services

### Contact:

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Executive Leadership Development / Strategic Planning

***Contact us for information about how we can help you with your business goals and objectives!***